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ABSTRACT

By 1975, the Kentucky and United States female labor force participation rates were both 41 percent. Although pre-World War II data are lacking for the Commonwealth, it was not until 1950 that the labor force participation rate for Kentucky women reached 20.4 percent, a figure achieved nationally as early as 1920. The distribution of women to men varies enormously among the more than 420 separate occupations recognized by the United States Census. Technological change, a type of culture change that is very rapid, has characterized the American occupational scene in the second half of this century. In the 1940s and 1950s, automated data processing required larger staffs of analysts, programmers and clerical helpers. Many of the last group were--and are--women workers. Also, the 1970s Affirmative Action programs may be acting as catalysts to increase the numbers of women entering certain occupations. In regard to the seven selected broad occupational groups, there are structural patterns emergent in female-intensivity. While elementary school teaching and librarianship no longer afford promising careers with many job openings for the foreseeable future, the broad group of service workers, particularly in the health services, is becoming increasingly composed of women. Clerical workers constitute the fastest-growing of the broad occupational groups, with ever-higher percentages of women entering the office work force. (JH)

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Womanpower in the United States and in Kentucky

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Because I anticipate success in achieving full employment and full use of America's magnificent potential, I feel confident that in the years ahead many of the remaining outmoded barriers to women's aspirations will disappear. Within a rapidly growing economy, with appropriate manpower planning, all Americans will have a better chance to develop their individual capacities, to earn a good livelihood, and to strengthen family life.

Eleanor Roosevelt
Hyde Park
June 15, 1962

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B. Ryle Huelsman
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HIGHLIGHTS

By 1975, the Kentucky and United States female labor force participation rates were both 41 percent. Although pre-World War Two data are lacking for the Commonwealth, it was not until 1950 that the labor force participation rate for Kentucky women reached 20.4 percent, a figure achieved nationally as early as 1920. A partial reason for this lag is that Kentucky did not really enter into intensive industrialization until the late fifties and sixties.

The distribution of women to men varies enormously among the more than 420 separate occupations recognized by the United States Census. Technological change, a type of culture change that is very rapid, has characterized the American occupational scene in the second half of this century. For example, manual processing of data was still common as late as the Depression. In the 1940s and 1950s, automated data processing required larger staffs of analysts, programmers and clerical helpers. Many of the last group were--and are--women workers. Also, the 1970s Affirmative Action programs may be acting as catalysts to increase the numbers of women entering certain occupations.

Turning to the seven selected broad occupational groups, there are structural patterns emergent in female-intensivity. A detailed sketch of how women entered the once male-intensive office work force is presented. Clearly, this trend is deepening as "women's work" both nationally and in the Commonwealth. While elementary school teaching and librarianship no longer afford promising careers with many job openings for the foreseeable future, the broad group of service workers, particularly in the health services, is becoming increasingly composed of women. Clerical workers constitute the fastest-growing of the broad occupational groups, with ever-higher percentages of women entering the office work force.

WOMANPOWER IN THE UNITED STATES SINCE 1920

A major cultural change in the social history of the United States took place in 1920. With passage of the 19th Amendment to the Constitution, American women were able to vote, culminating decades of struggle by feminists. That year also marked the authorization by Congress of the Women's Bureau in the U.S. Department of Labor. The first event meant that women, like men, theoretically had some control over the nation's elected representatives. The second event meant that women and men leaders, researchers and statisticians could launch a continuing effort to learn something about the small but growing number of women workers in the country's labor force. As the Women's Bureau became a permanent organization continuing down through the present, that organization has gathered much important historical, social and demographic data on American working women. As much as possible, this unique organization's publications have been intensively used to supplement information from private researchers of both sexes.

What was the average working woman like as the decade of the Jazz Age opened? Women's Bureau sketches provide a portrait of a typically unmarried, 28 year old without a high school diploma. Remember, in that era only 1 out of 5 U.S. citizens had finished 12 years of public schooling, so women workers had about the same standard level of schooling as their male counterparts. One sobering fact is widely agreed upon, regardless of which source is consulted, namely that women in 1920 had very few varying occupational choices open to them, although the choices of occupations were a bit wider than 30 or 40 years earlier.

Generally speaking, Black and immigrant women participated in the U.S. labor force at a higher overall rate than white, native-born American women from the 1880's down to roughly 1920. Upper-class and other affluent white women usually did not work before the 1920's for a variety of reasons, but the 1920's experienced a post-war mushrooming of business offices and some industrial expansion. This meant more jobs were being created for both men and women workers. It also meant that the patriotic, unprecedented services of American women as factory workers, nurses, ambulance drivers and other occupations related to this nation's 19-month involvement in World War I were over. After the war, there was a tendency to go back to the culturally familiar pattern of "men's jobs" and "women's jobs". (1)

Working women in 1920 usually left the work force as soon as possible, often after marriage, even more frequently after the birth of a first child. The labor force participation rate was highest (38%) between 20 and 24, dropping steadily thereafter. Figures from that year indicate that only 18% of women remained in the work force between 45 and 54. By 1920 only one out of five U.S. workers was a woman, but by 1975, two out of every five workers were women, with some 37 million women in the civilian labor force. The next year the Women's Bureau speculated that at some time in their lives, nine out of ten women in this nation would work. (2)

It is just as true now as it was in 1920 that the highest work force rate of participation for women workers occurs between 20 and 24. But there are some important differences to note. The median age for women workers in the mid-1970's is 39, she is typically married, and the labor force participation rate for women workers begins to rise again at 35, which was not true in the 1920's and earlier. In the 1960's and 1970's,

younger women workers tended to return to work when their children entered the first or second grades, while older women workers with grown children reentered the labor force more or less permanently. Here a word of caution is necessary for the unwary reader of statistical tables. It is extremely difficult to compare working women in 1920, born in the early 1890's, with their apparent counterparts born into the peacetime, expanding economy of the 1950's. Part of the difficulty in statistical comparisons this far removed in time is that such tabular display cannot provide the reader with the necessary cultural contexts of the periods. American cultural values about the roles of husbands and wives, women and working outside the home, and work-related values for both sexes and have obviously changed greatly since 1920. Time constraints make the desired, detailed cultural comparisons of such values impossible.

Some writers of both sexes have offered considerable evidence that the occupational choices open to young women workers in the 1970's are much greater than for the so-called Flapper Generation. It does seem to be generally true that her occupational choices in the final quarter of the 20th century are more open than ever, particularly if she is compared to her grandmother in the 1920's. This kind of change can be documented. But so can the continuity of culture, that is the fact that even in the 1970's, women still occupy a very restricted range of about 21 major kinds of occupations, despite the reality of about 420 separate occupations recognized by the United States Census. Some would have it that women are still in a secondary labor market. Another source more eloquently says that most American women in the 1970's are still a low-status, dead-end, low-paying jobs, with little opportunity for advancement, much less equal wages (3).

TABLE I

TOTAL MONEY EARNINGS OF CIVILIAN YEAR-ROUND FULL-TIME WORKERS,
BY OCCUPATION GROUP AND SEX, 1974 IN THE UNITED STATES

(Persons 14 years of age and over)

	Women	Men	Dollar gap	Women's earnings as a percent of men's	Percent men's earnings exceeded women's
TOTAL	\$6,772	\$11,835	\$5,053	57.2	74.8
Professional, technical, and kindred workers	9,570	14,873	5,303	64.3	55.4
Managers and administrators	8,603	15,425	6,822	55.8	79.3
Sales workers, total	5,168	12,523	7,355	41.3	142.3
Retail trade	4,734	9,125	4,391	51.9	92.8
Other sales workers	8,452	13,983	5,531	60.4	65.4
Clerical workers	6,827	11,514	4,687	59.3	68.7
Craft and kindred workers	6,492	12,028	5,536	54.0	85.3
Operatives (including transport)	5,766	10,176	4,410	56.7	76.5
Service workers (except private household)	5,046	8,638	3,592	58.4	71.2
Farmers and farm managers	(1/)	5,459	-----	-----	-----
Farm laborers and supervisors	(1/)	5,097	-----	-----	-----
Nonfarm laborers	5,891	8,145	2,254	72.3	38.3
Private household workers	2,676	(1/)	-----	-----	-----

1/ Base less than 75,000.

SOURCE: "THE EARNINGS GAP BETWEEN WOMEN AND MEN"
WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR
1976, 12 PP.
Main Kentucky State Library Call Number:
L 36 102: Ea 72 1976

Economists have repeatedly documented the earnings gap between women and men workers in the United States. The pattern of pay inequality has historic roots extending back well into the 19th century. Significantly, this disparity is growing even greater in the 1970's. Thus, in 1974 women who worked full-time at year around jobs earned only 57 cents for every dollar earned by men. Women workers who are reading this report will find no cheer in the cold fact that the earnings gap in 1974 was even wider than it was found to be 19 years earlier. On the page opposite this narrative, TABLE I includes the relative earnings by women and men workers in 1974. The earnings gaps are further broken down into the familiar nine broad occupational groups. (4) Some of the more optimistic writers on the progress made by women workers in this century do indeed have some truths on their side, if the problem is looked at from the narrow viewpoint of women having more occupational choices in the 1970's than was true in the past. However, the increase of women entering the labor force as year around workers for the first time in their lives may be affecting the documented earnings gaps. This would be especially true if their male counterparts in identical occupations had more seniority, hence higher salary levels.

With the onset of industrialization in late 18th and early 19th century America, the U.S. was largely an agricultural, rural society, with islands of urbanization and beginning industrialization. For rural, agricultural families the men and women often tilled the soil together, although there was even a division of labor and responsibilities by sex even on the farm. As the pace of urbanization and industrialization deepened in the second half of the last century, Black, immigrant and later white women

began to leave their domestic hearths for salaried work outside the home. Occupations outside the home were culturally defined as "men's jobs" or "women's jobs". To put it another way, a male-dominant labor pool was delineated with respect to certain jobs, while a female labor pool, equally visible and tightly defined, also existed. Occasionally during crises like World War I or to a much greater scale, during World War II, women workers are eagerly sought for "men's work" when the men workers themselves are scarce.

SOME TRENDS IN WOMANPOWER WITHIN SELECTED NINE MAJOR OCCUPATIONAL GROUPS

There are more than 420 separate occupations as classified by the U.S. Census. While there are both women and men in many of the separate occupations, the differences by sex composition among so many different occupations varies enormously. Almost all the workers in this nation, however, can be fitted loosely into the nine broad...also called major ...occupational groups. The industrialized nations, despite cultural differences, all tend to have so-called women's jobs and men's jobs. Cultural anthropology teaches that much of cultural values is unofficial, verbal and acted upon as though the underlying assumptions have objective validity. Despite the pressures of Affirmative Action programs since the 1960's, employer biases, based on traditional cultural preferences as to which sex is most "suitable" for certain kinds of work, persist. Women workers with values more typical of the feminist movement that resurfaced during the 1960's and continues unabated through the turbulent 1970's, encounter these traditional job barriers when they elect to enter a so-called traditional male occupation or male-dominant career.

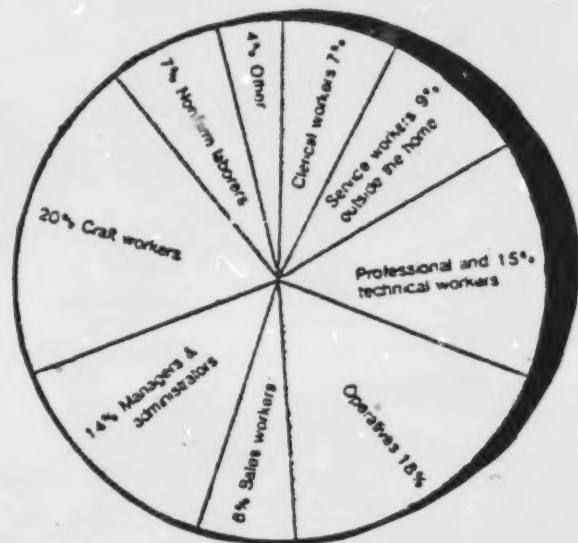
CHART I

THE DISTRIBUTION OF WOMEN AND MEN AMONG THE 9 BROAD OCCUPATIONAL GROUPS IN THE UNITED STATES

The occupational distribution of women is very different from that of men. This is shown in the following charts for employed persons in 1975.



WOMEN



MEN

Women are more apt than men to be white-collar workers, but the jobs they hold are usually less skilled and pay less than those of men. Women are two-fifths of all professional and technical workers, but these women are most likely to be teachers (2.1 million women) and health workers (1.4 million). In fact, women account for 72 percent of teachers (except college) and 64 percent of all health workers. Women are less likely than men to be managers and administrators, and represent only about one-fifth of these workers. They are, however, 78 percent of all clerical workers (including more than 4 million women secretaries, stenographers, and typists).

SOURCE: "Women Workers Today"

Women's Bureau, U.S. Department of Labor, 1976, 12 pp. Page 7 cited.

The final quarter of the 20th century is characterized by some very important structural differences in the composition of the female and male labor forces. On the page opposite this narrative is a realistic set of two pie charts which shows how vastly different women workers are distributed among the nine broad occupational groups. The reader is invited to make a most careful comparison with the pie chart on the right, representing men workers among the same nine groups. The comments, as readers can see, do not represent so-called value judgments, but the facts as seen by the Women's Bureau in an official federal publication of 1976, a fascinating cross-sectional analysis of women workers available at the main Kentucky State Library, Berry Hill, in Frankfort, Kentucky. (5)

PROFESSIONAL WOMEN IN THE AMERICAN WORK FORCE

About 4.5 million American women, all highly skilled and nearly all college graduates, belong to the broad occupational group of Professional, Technical and Kindred workers. For brevity they will be referred to from now on simply as professional women. Over 80 percent of these women are densely concentrated in only five occupations. Remember, more than half of the American women in the 37 million civilian labor force are found in only 12 occupations. Aside from advanced and baccalaureate degrees, do these professional occupations have any other characteristics?

Valerie Kincade Oppenheimer has long been recognized for her profound and original studies of occupations which are heavily female in composition. She used the concept "female-intensive" for any occupation in which not less

than 70 percent of all workers are women (6). Her term, which has been extensively documented and is being rapidly utilized by other students of women's occupations, is used in this report. Although the term "female-dominant" is still in usage and was widely used in previous decades, the term can be misleading, if not inaccurate. Even in occupations where the overwhelming majority of workers are women, the reality of power is such that it is almost always male employers and managers and male elected officials who continue to set the tone for many separate occupational life styles. Oppenheimer's useful term is now applied to a few examples of professional women's occupations. It will also be used again in the Kentucky portion of this document.

Well before the turn of the last century, some familiar occupations for educated women had already been culturally defined..and socially approved..as honorable professions for women. Some historians regard the social invention of the free public library system as one of the more original American cultural institutions. Today, some 79 percent of all librarians in the U.S. are women. The role of American and other women in developing the applied science of nursing and related healing arts is beyond dispute. When nurses of all kinds are combined with hospital-related therapists, at least 94 percent of all such health professionals are women. As late as 1970, when the U.S. Census separated elementary from secondary school teachers, the female-intensivity of the former occupation was already estimated to be 85 percent. It would seem that in these traditional female professions that women not only pioneered many enduring social and utilitarian inventions, but they probably never displaced male breadwinners in those occupations. Following the extensive

research of Oppenheimer, the insert box, Table II displays the continuity of several female-intensive occupations between 1900 and 1960, which is assumed to be approximately true for that period of Kentucky economic history also. (7)

Economist Francine Blau has also devoted much well-received research to a very careful historic analysis of female-intensive occupations over the past century and reaffirms the continuity of "his and her jobs" in her observation that:

"Occupational segregation by sex appears to be as pervasive now as it was at the turn of the century. Well over half of all working women in both 1900 and 1960 were employed in jobs in which 70 percent of the workers were female". (8)

Did the huge World War II and post-war expansion of the female labor force restructure the very segregated pattern of female employment? Oppenheimer is in the majority of thinkers of this problem who believe that the post-WW II female labor force growth was essentially the result of the expansion of traditional female jobs, especially the huge increases of women workers in the clerical and service categories. (9)

TABLE II
OCCUPATIONS IN WHICH 70 PERCENT OR MORE OF THE WORKERS WERE WOMEN
IN 1900 AND 1960 IN THE UNITED STATES

DETAILED OCCUPATIONS	% FEMALE IN 1900	% FEMALE IN 1960
PROFESSIONAL, TECHNICAL AND KINDRED	35.0	38.0
1. LIBRARIANS	72.0	86.0
2. NURSES	94.0	98.0
3. DANCERS		
4. TEACHERS (ELEMENTARY AND SECONDARY)		
5. DIETITIANS AND NUTRITIONISTS		93.0

Oppenheimer and many others have underscored the fact that the cheapness and availability of female labor have been..and still are.. factors which promote the uses of women in many jobs. In the 19th and early 20th centuries many school districts, especially rural ones, either could not afford or were unwilling to pay wages which would have attracted male teachers. At the same time there were very few manual occupations either open, or socially regarded as "suitable" for women. In the South, women were able to work in the early textile mills, perhaps because of real or alleged manual dexterity, but also perhaps due to the fact that sewing and weaving were traditional domestic skills long before women became salaried outside the home. But in general, the bulk of women were excluded from most occupations in which manual work involved heavy lifting or attributes usually thought to be more culturally appropriate for male breadwinners. But there were important racial and social class differences as well as regional and specific industry variations on this theme. In the final half of the past century white and some Black middle-class women with an education were able to find social-approved careers in such traditional female careers as teaching, nursing and in the ever-expanding public library systems.

Before leaving the broad occupation group of professions, one more long-range trend is worth noting. In 1940, women held 45 percent of all professional and technical positions in the United States. By 1969, professional women held only 37 percent of all such occupations. This decline led Elizabeth Duncan Koontz, Director of the Women's Bureau to the conclusion that:

"Occupationally, women are more disadvantaged, compared with men, than they are 30 years ago" (10).

Table III opposite this page, illustrates the decline of professional women since 1940.

HERSTORY IN THE CLERICAL WORK FORCE

In the United States women did not begin to work in government offices until male clerical help became in extremely short supply during the War Between the States. But it was not until the 1880's that American women really began to pour into clerical work. In 1880 only 4 percent of all such workers were women. Ten years later this proportion had skyrocketed to 21 percent. By the time the turbulent decade of business expansion during the 1920's was ushered in, women already made up half of all American office workers. Such familiar 20th century clerical jobs as typists, stenographers, secretaries and office machine operators were already in existence during the Gay Nineties. By 1960 the entire broad occupational group of clerical workers had become female-intensive, with 72 percent of all workers being women. This female-intensifying trend is still growing, with some 78 percent of such workers being women in 1975, as the chart indicates from Women's Bureau sources.

How then did an all-male clerical work force become transformed into the only major occupational group in this century which is increasingly female-intensifying? One reason has to do with the history of office machine technology in this country. The first generation typewriters were developed in the 1880's and gained widespread acceptance among commercial and governmental offices across the nation. This mechanical invention acted as a catalyst to bring about entrance of women into the clerical work force. (10) Since typing was a new occupation in the 1880's,

the skill had not yet been identified as "men's work". This meant that women could type without being accused of taking work away from male breadwinners. Between 1890 and 1920 typing became strongly identified as "her job" and the identification has continued to deepen in the second half of this century. There were about 33,400 stenographers and typists by 1890, with 64 percent already women. A decade later the proportion had jumped to 76 percent women. For a brief time before the First World War, clerical work offered working women slightly better pay than they could get in the few other jobs open to women at that time. Today this is no longer true. In 1974, women in clerical work were found to earn only 59 cents for every dollar made by men doing the same work. Male clerical workers that year earned an average of \$11,514 while women in those occupations made only \$6,827. In the mid-1970's at least 36 percent of all American working women were in clerical work. The contrast becomes even more glaring in the instance of another broad group of white-collar workers, Managers, Officials and Proprietors. In the 1970's only 19 percent of these managerial jobs were held by women. With most men in top or middle management positions in offices, and most women in relatively poorly-paying, low-status clerical work in the same offices, it is apparent that the male-dominant structure of 19th century office work persists today.

Although the Bureau of Labor Statistics estimates that about four million job openings annually should materialize between 1974 and 1985, it seems that the most immediately available jobs for women workers will still be clerical, specifically stenographic and secretarial. Juanita Kreps recently indicated that as long as women limit their job horizons to clerical and other traditional female jobs, that they will probably have

little difficulty in finding work through the mid-1980's. However, she feels that it is when women aspire to non-traditional, better-paying jobs that they encounter problems. (11)

The cultural pattern that clerical work is women's work will probably persist in this society despite the efforts of Affirmative Action. Male employer biases and job stereotyping by sex are real and continuing problems, well-documented. As long as high school counselors and business colleges promote certain job skills as "women's jobs", then the pattern of sexually-segregated occupations will persist.

WOMEN IN SERVICE WORK OCCUPATIONS

Almost one-fifth of all women workers are in the broad occupational group of Service Workers. Unlike the clerical occupations, however, the entire broad group is not female intensive, but an estimated 58 percent of all Service Workers were women in 1975, if private household workers are excluded. Consistent with the earnings gap between women and men workers in all other broad occupational groups, full-time, year around women earned only 58 cents for every dollar made by men in this kind of work. Women averaged an annual salary of \$5,046 in contrast to yearly earnings of \$8,638 for men.

Within this broad group, separate occupational groups may be identified and these vary greatly in regards to female intensity of specific occupations. The group of Protective Service Workers is the most highly male intensive, with the culturally customary public service occupations of firemen, police officers and guards. The Personal Service cluster of skills includes many female intensive occupations, such as hairdressers (about 90 percent are women), airline stewardesses, salaried housekeepers

and childcare workers, except for private babysitters. Among Food Service workers, two of the most familiar female-intensive occupations are waitresses and fountain workers. It is rather well-established that these tend to be jobs with low pay, long hours and little opportunities for advancement. However, the continuing expansion of the national fast-food restaurant chains ensure further growth of job openings, again largely for women.

Caring for sick family members and relatives has long been a familiar cultural role for women in the industrialized societies. When health care occupations emerged in the 19th century, these salaried health care skills became a traditional stronghold for women workers. These occupations among Health Service Workers continue to be very highly female intensive. Women make up 90 percent of all practical nurses and 80 percent of all nurses' aides. Approximately 80 percent of all clinical lab workers are women. About 97-98 percent of dental hygienists and dental assistants are women, while roughly two-thirds of X-ray technicians are women. These ratios are in striking contrast to such male intensive occupations as physicians (93 percent male for decades) and dentists, about 98 percent male.

Expanded health care services will probably mean new and more numerous opportunities for women in the traditional skills of nursing and therapy. In some of the northern nations of Europe, increasing government action has reduced medical and dental practices operating as professional entry barriers for women in these countries with medical aspirations. One economist who has studied this problem in Europe and in the United States has suggested that a stricter U.S. regulation of medical education, the dental schools and hospitals could well result in a much greater representation of professional women in these male dominant medical fields (12).

BLUE COLLAR WOMEN IN THE SKILLED TRADES

Women's Bureau data indicated that in 1975 only five percent of all skilled crafts workers in the United States were women. Since there were more than 11 million skilled workers in 1970, the implications of this broad group being 95 percent male-intensive are enormous, especially since many of these skills include very favorable pay scales. There may be more skilled craft jobs than there are workers to fill them, according to the Bureau of Labor Statistics. Due to increasing demands in many industries for these workers, women are just beginning to break into traditional male blue collar skills faster than in the 1960s. Old folk beliefs that it is "unlucky" to have women in the coal mines or on construction sites are being openly questioned and may be slowly crumbling. Now women are slowly moving into such non-traditional jobs as carpenters, metal workers and even plumbers.

The skilled crafts have been rather rigidly segregated into "his and her jobs" and this pattern will resist efforts to change it. For instance, as late as 1970 there were about 400 identifiable trades, but at that time only 60 of these trades had ever admitted women to apprenticeships. Trades that did admit women workers were those which had already stereotyped certain tasks as "her jobs", such as cosmetology and cooking. In 1973, only four percent of all craftworkers in the United States were women. Many women writers have begun to see the skilled trades as an area with great potential for women seeking better-paying jobs outside the traditional clerical and health fields. With a 20 percent increase overall projected for the skilled trades between 1975 and 1985 in the United States this should theoretically afford ever-increasing job opportunities for women, especially since only one skilled craft worker out of 20 is now a woman (13).

WOMANPOWER IN KENTUCKY

In the national portion of this report the idea of female-intensivity was used to illustrate some of the dynamics of changes taking place among broad occupational groups. The material which follows below takes the concept of female intensivity and applies it to an analysis of the different sectors of the Commonwealth economy from 1950 through 1970. In the absence of a comprehensive economic and industrial history of twentieth century Kentucky, the report now takes a telescoped look at the data available for this twenty-year period. The general reader, especially if she or he has never lived in Kentucky, needs to be aware that the tempo of industrialization in the Commonwealth was relatively slower in the 1950's than in the decade ending in 1970. Some writers, including economists, have said that Kentucky still lagged behind the United States in the 1950's, compared to the national pace of industrial and economic growth. However, the onset of the 1960's was characterized by an accelerated growth rate, which some writers have termed "the catch-up period" of the Commonwealth.

In 1920 about one-fifth of all American workers were women. The female participation rate in the labor force that year was 20.0 percent. By 1975 the U.S. female labor force participation rate had risen to 41 percent. Although pre-1940 data are not available for Kentucky, the existing information from 1950 suggests a rather different pattern of progression for the involvement of women in the labor force of the Commonwealth. Because industrialization took place later in Kentucky, it was not until 1950 that the labor force

TABLE III

POPULATION AND LABOR FORCE IN KENTUCKY, 1950 THROUGH 1975

ITEMS	1950	1960	1970	1975 (ESTIMATED)
TOTAL POPULATION 16 AND OLDER	2,088,113	2,110,684	2,227,000	2,457,466
CIVILIAN LABOR FORCE	1,013,256	1,034,489	1,222,000	1,398,644
LABOR FORCE PARTICIPATION RATE	48.5	49.0	54.9	56.0
MALE POPULATION 16 AND OLDER	1,039,654	1,036,440	1,071,575	1,174,566
MALE CIVILIAN LABOR FORCE	777,155	743,255	727,902	869,846
MALE LABOR FORCE PARTIC. RATE	74.8	71.7	67.9	74.5
FEMALE POPULATION 16 AND OLDER	1,048,459	1,074,244	1,155,850	1,282,900
FEMALE CIVILIAN LABOR FORCE	213,916	291,234	413,692	528,798
FEMALE LABOR FORCE PARTIC. RATE	20.4	27.1	35.9	41.2

participation rate for women reached 20.4 percent. With the incipient industrialization that took place in the next decade, this social indicator of women's progress into the labor force reached only 27.1 percent by 1960. However, the tempo of industrialization quickened in the 1960's, bringing the labor force rate for women workers to 35.9 by 1970. In 1975, the labor force participation rate for Kentucky women reached 41.2 percent, identical to the national rate.

Some information can be gleaned from comparisons of the female-intensivity rates among the various sectors of the Kentucky economy from 1950 through 1970. As might be expected from the relatively slower pace of industrialization that characterized the 1950's, the forward movement of women workers into the different sectors of the Commonwealth economy took place at slower overall rates. It is in the "catch-up" phase of industrialization in the 1960's that more dramatic changes took place. In 1950 the Services Sector had a female-intensification rate of only 52.3 percent, but attained 61.9 percent by 1970, following the national trend in this respect.

The Finance, Insurance and Real Estate Sector had a female-intensive ratio of 40.3 percent in 1950, reaching 50.1 percent by 1970. In the Retail Trade Sector gains by women workers have been far less impressive, with a female-intensivity of 38.1 percent in 1950, which increased slightly to 44.3 percent by 1970.

The most impressive growth rate of women workers has occurred in the Government Sector. The women in government work made up only 25.6 percent of the total in 1950, but by 1975 they comprised 40.0 percent of all government workers. In November, 1976 a fresh, comprehensive

TABLE IV

KENTUCKY EMPLOYMENT BY INDUSTRY
1950, 1960 AND 1970

INDUSTRY	1950		1960		1970	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TOTAL EMPLOYMENT	748,084	206,412	660,728	275,216	703,254	393,307
MANUFACTURING	110,492	40,282	144,617	53,549	184,736	80,955
NONDURABLE	45,585	28,967	61,662	36,743	66,195	48,709
DURABLE	63,656	10,695	82,654	16,634	117,070	31,570
OTHER MANUFACTURING	1,251	620	301	172	1,471	676
NONMANUFACTURING	626,632	160,573	494,754	207,843	482,901	257,560
MINING AND QUARRYING	69,126	589	37,049	470	25,587	744
CONTRACT CONSTRUCTION	52,675	1,345	57,332	2,022	67,643	3,867
TRANSPORTATION AND PUBLIC UTILITIES	64,418	8,479	57,428	9,072	59,897	12,381
WHOLESALE AND RETAIL TRADE	96,783	50,804	101,785	60,935	116,926	77,236
WHOLESALE TRADE	20,961	4,106	20,413	4,206	28,456	6,968
RETAIL TRADE	75,822	46,698	81,372	56,729	88,470	70,268
FINANCE, INSURANCE, AND REAL ESTATE	12,224	8,260	15,393	12,703	19,135	19,221
SERVICES	70,360	77,137	73,866	107,947	94,635	153,657
GOVERNMENT	21,694	7,448	25,684	9,811	32,180	17,296
AGRICULTURAL	239,352	6,511	128,217	4,883	66,898	3,158
INDUSTRY NOT REPORTED	10,960	5,557	19,357	13,824	35,617	24,742

1.) Source: Bureau of the Census, United States, Department of Commerce

analysis of state government female employment dynamics was undertaken by the Kentucky Commission of Human Rights. Data in this study indicated that in July, 1965 that one-third of the 24,280 full-time state employees, 14,419 or 41.7 percent, were women (15). But in 1976 the salary gap between women and men state employees was even greater than it had been only two years earlier. In 1976 women averaged an annual income of \$8,364, while men averaged some \$10,200, a difference of \$1,836. In that year the average monthly salary for women employees was \$697, or \$153 less than the average monthly salary for men, which was \$850. This difference was \$31 a month greater than the \$122 gap noted in 1974. Professional men numbered 10,599, more than double the 5,189 professional women employed. Fully 40.8 percent of women workers for the State were found in only 12 of the 1,724 job classes in State government. More than 60.0 percent of women workers in State service occupied pay grade 12 or below, compared to only 45.3 percent of the male State employees. Reviewing these findings suggests that while the employment of women has indeed grown at a greater rate than in other sectors of the Kentucky economy, that the salary gap and other serious problems for women workers persist. Therefore, caution should be exercised in explaining the trend in accelerating female employment as one of significant progress.

RECENT FEMALE UNEMPLOYMENT TRENDS

Female unemployment in Kentucky in 1975 averaged 43,629 persons monthly yielding an average unemployment rate for the year of 8.3 percent. This represented a rate which was one percent higher than

Table V
Selected Characteristics of the Female Insured Unemployed
Numbers of Claimed Weeks of Compensation, January to June, 1977
(Reference Week)

Female Insured Unemployment

Selected Characteristics	January	February	March	April	May	June
TOTAL	17,384	13,597	12,369	10,961	10,153	10,744
<u>By Age</u>						
Total under 45 years of age	12,060	9,258	8,186	7,522	7,001	7,448
Under 25 years of age	2,747	2,476	2,234	2,347	2,181	2,131
25 - 34 years of age	5,204	4,025	3,324	2,898	2,893	3,154
35 - 44 years of age	4,109	2,758	2,627	2,277	1,927	2,163
Total 45+ years of age	5,297	4,339	4,164	3,423	3,087	3,265
45 - 54 years of age	3,183	2,470	2,269	1,990	1,673	1,888
55 - 64 years of age	1,700	1,459	1,571	1,141	1,128	1,150
65+ years of age	414	410	324	292	286	227
<u>By Industry Attachment</u>						
Mining	98	85	103	92	103	21
Contract Construction	153	234	182	205	270	132
Manufacturing	10,910	5,963	6,005	4,537	4,226	3,856
Transportation/Public Utilities	174	176	157	178	151	137
Wholesale and Retail Trade	2,654	3,210	2,789	2,958	2,602	2,774
Finance, Insurance and Real Estate	174	298	270	319	340	280
Services	2,638	2,997	2,170	2,066	1,857	2,933
<u>Duration of Spell</u>						
1 - 2 weeks	5,112	2,550	2,632	1,876	1,673	1,535
3 - 4 weeks	3,417	2,332	1,640	1,319	1,409	1,498
5 - 14 weeks	5,706	5,585	5,126	4,742	4,302	5,090
15 + over	3,150	3,130	2,971	3,023	2,769	2,621
<u>By Race</u>						
White	16,049	12,804	11,446	10,285	9,446	10,079
Nonwhite	1,335	793	923	676	707	665

total unemployment and one and a half percent higher than that for males. The rate for 1974 had averaged 5.4 percent for females while the total unemployment rate averaged 4.5 percent respectively for that year. Preliminary data for 1976 shows that unemployed females will represent 5.1 percent of the female labor force compared with a total rate of 5.6 percent. It now appears that as Kentucky moves from the recession of 1974-1975 that the gap between the total and female unemployment rates will narrow.

One can gain several insights relative to female unemployment through profiling the female insured unemployed utilizing data available from Kentucky's Unemployment Insurance programs. These programs normally capture data on 65 percent of the total unemployed. This analysis uses data on the number of weeks unemployment insurance was claimed and uses the January through June 1977 period as the base period for analysis.

Since most persons claiming benefits do so for more than one week, Table V provides a statistical profile of the number of weeks claimed and is not a count of the total number of insured unemployed women workers.

The severity of the winter of 1977, with the unanticipated, concomitant fuel shortages, was not felt equally by all sectors of Kentucky's economy. In January, 1977 Manufacturing reported a peak of 10,910 claimed weeks of compensation for unemployed women workers, with 5,963 claimed weeks in February and 6,005 claimed weeks in March, 1977. Wholesale and Retail Trade indicated 2,654 claimed weeks in the first month of 1977. By the end of the second month, 3,210 claimed weeks were reported. This may be a reflection of the reduced work week, including some closings,

Table VI
Selected Characteristics of the Female Insured Unemployed
Percentage of Claimed Weeks of Compensation, January to June, 1977
(Reference Week)

Female Insured Unemployment

Selected Characteristics	January	February	March	April	May	June
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0
<u>By Age</u>						
Total under 45 years of age	69.4	68.1	66.2	68.6	69.0	69.3
Under 25 years of age	15.8	18.2	18.1	21.4	21.5	19.8
25 - 34 years of age	30.0	29.6	26.9	26.4	28.5	29.4
35 - 44 years of age	23.7	20.3	21.3	20.8	19.0	20.1
Total 45+ years of age	30.5	32.0	33.7	31.2	30.4	30.4
45 - 54 years of age	18.3	18.2	18.4	18.2	16.5	17.6
55 - 64 years of age	9.8	10.8	12.7	10.4	11.1	10.7
65+ years of age	2.4	3.1	2.7	2.7	2.8	2.1
<u>By Industry Attachment</u>						
Mining	0.6	0.7	0.9	0.8	1.0	0.2
Contract Construction	0.9	1.8	1.5	18.7	2.7	1.2
Manufacturing	62.8	43.9	48.6	41.4	41.6	35.9
Transportation/Public Utilities	1.0	1.3	1.3	1.6	1.5	1.3
Wholesale and Retail Trade	15.3	23.6	22.6	27.0	25.6	25.8
Finance, Insurance and Real Estate	1.0	2.2	2.2	2.9	3.3	2.6
Services	15.2	22.1	17.6	18.8	18.3	27.3
<u>Duration of Spell</u>						
1 - 2 weeks	29.4	18.8	21.3	17.1	16.5	14.3
3 - 4 weeks	19.7	17.2	13.3	12.0	13.9	13.9
5 - 14 weeks	32.8	41.1	41.4	43.3	42.4	47.4
15 + over	18.1	23.0	24.0	27.6	27.3	24.4
<u>By Race</u>						
White	92.3	94.2	92.5	93.8	93.0	93.8
Nonwhite	7.7	5.8	7.5	6.2	7.0	6.2

brought about due to fuel shortages in February, 1977. The Services Sector revealed 2,638 claimed weeks in January, 2,997 in February and dropped to 2,170 claimed weeks in March, 1977. Although the number of claimed weeks declined in April and May, the figure rose to 2,933 in June, 1977.

By March, 1977 50.9 percent of women's weeks claimed were from those unemployed five weeks or longer. The number of weeks claimed for women out of work 5-14 weeks was 5,706 in January, dropped to 5,585 the following month and receded to 5,126 in March, 1977. The number of weeks claimed continued to decline through May, 1977. However, the number rose to 5,090 in June, 1977, following a normal seasonal trend, as private schools closed for the summer. A somewhat different pattern can be discerned for women out of work 15 weeks or longer. In this category there were 3,150 claims weeks in January, 1977, diminishing to 2,971 in March and rising to 3,023 in April. There were 2,769 claims weeks in May, dwindling to 2,621 claims weeks the following month, indicating that the upturn in the economy is positively impacting the female labor market.

From the available insured unemployment figures, women workers under 45 represented between 68 and 69 percent of all unemployed female claims in the first six months of 1977. In this same period, women 25-34 years old comprised 30.0 percent of female unemployment claims, while women 45 and older made up 30.5 percent of these claims.

As was mentioned earlier, the Manufacturing Sector was disproportionately affected by the severity of the winter of 1977. This sector registered 62.8 percent of all female unemployment claims in January,

43.9 percent the following month and 48.6 percent in March, 1977.

Wholesale and Retail Trade accounted for only 15.3 percent of women's unemployment claims in January because the Manufacturing Sector claims became greatly swollen during the severely cold weather. The percent of women's unemployment claims rose to 23.6 percent in February, 1977. The Services Sector comprised 15.2 percent of all female unemployment claims in January and 22.1 percent the following month.

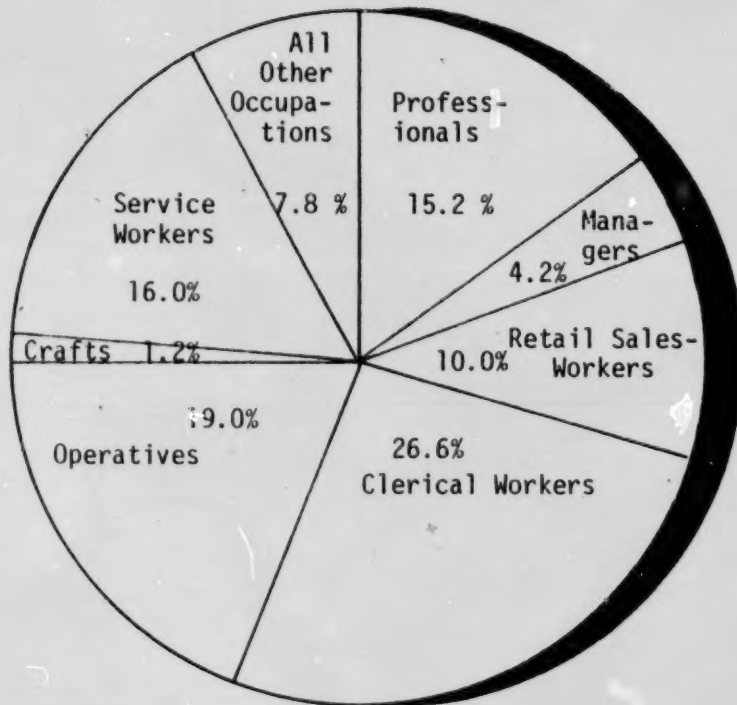
Because of the severity of the winter of 1977, the total number of unemployed claims in the 1-2 week category was exceptionally high. As a result, the percent of unemployed women's claims in excess of five weeks was lower, and actually declined until June, 1977. The rise is seasonal as employment in selected industry tightens so that hiring patterns are curtailed through the early summer.

FEMALE OCCUPATIONAL DYNAMICS IN KENTUCKY

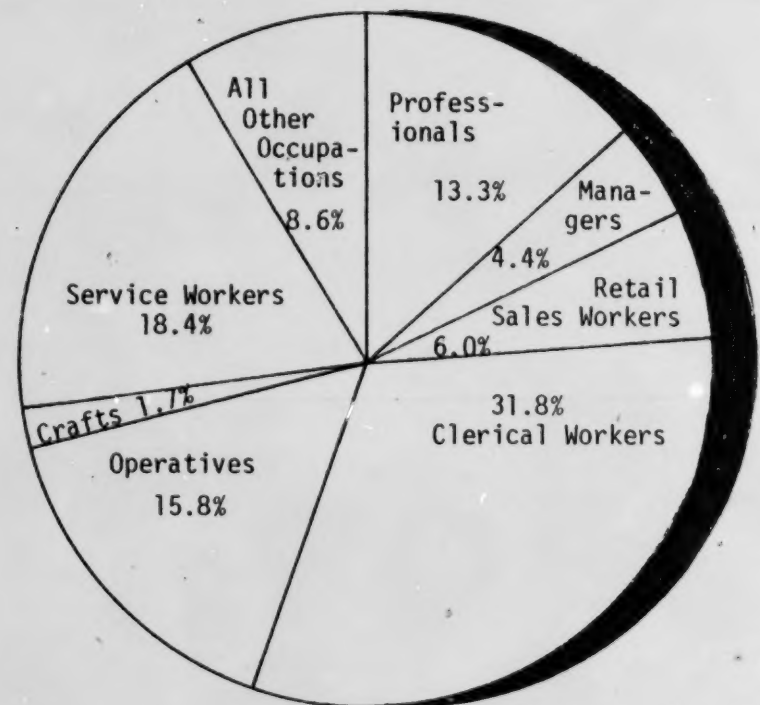
In the national sector of this report the pie-charts brought out that the occupational distribution of women is very different from that of men. Before comparing the structure of Kentucky womanpower with the national data, the next chart represents the occupational structure of women workers in 1960, compared with the same distribution in 1974. It will be recalled that the relative percent of Professional, Technical and Kindred workers who are women has been declining. A parallel trend may be discerned in the Commonwealth, with 15.2 percent of all employed women in this broad group in 1960, but only 13.3 percent of women in the professional category in 1974. Some of this decline may be due to the sharp reduction in employment growth of elementary teachers, once the

DISTRIBUTION OF WOMEN WORKERS IN KENTUCKY BY SELECTED OCCUPATIONS, 1960 AND 1974

1960



1974



leading occupation for educated Kentucky women in the 1960's. Professional women numbered 57,400 in 1970 and included 61,870 women workers in 1974. In 1960, about 45 percent of all such workers were women, but only 41 percent were women in 1974.

The number of women managers doubled between 1960 and 1974, with 10,450 recorded in the earlier year and 20,730 women managers in 1974. Nevertheless, the percent of women workers (4.2 percent in 1960) has remained about the same, only 4.4 percent of women being managers in Kentucky in 1974. However, national trends for women managers in 1975 confirm that only 5.0 percent of women in the U.S. belonged to this broad group. The situation for retail salesworkers is a bit different, with about one out of ten women workers in retail selling in 1960 and only six percent in retail sales in 1974. In the broad group of clerical work, only 66,770 women (26.6 percent of all women workers) pursued these occupations in 1960. By 1974, women clerical workers numbered 147,970, or 31.8 percent of all employed women in the Commonwealth. As is true in the U.S., the entire group is female-intensive, being 78 percent women in 1974, identical to the national rate. Most women (55.5 percent) are in white-collar jobs in Kentucky, but it would seem that the greatest gains in female employment have taken place in traditional "women's work" in the office.

Women crafts workers made up 2.6 percent of all working women in 1960, only 3,160 in 1960. In 1974 they comprised 5.0 percent of all employed women, some 8,100 workers. The crafts continue to be strongly male-intensive, both in Kentucky and in the U.S., with considerable compartmentation into "men's jobs" and "women's jobs." In 1960 about 19 percent of Kentucky women in the labor force were classed as Operatives,

or 47,700 women. Although the number of women Operatives rose to 73,580 by 1974, the percent of all women workers doing this type of work diminished to 15.8 percent. Nevertheless, this was still somewhat higher than the 12.0 percent of American women workers who belonged to this broad group in 1975. About 32.0 percent of Kentucky women workers were Operatives in 1974.

Clerical work is not the only broad occupational group with a growth rate sufficient to stimulate more job openings for women workers in the Commonwealth. Excluding private household workers, there were 40,120 women service workers in 1960, and 85,780 by 1974. In the former year 16.0 percent of the female labor force were in service occupations, but 18.4 percent had service jobs in 1974, the same as the national average. This broad group is becoming female-intensive, moving from 41.0 percent in 1960 to 58.0 percent in 1974. Much of this job growth is taking place in the Health Industry.

The experience of Kentucky reveals a trend parallel to that of the U.S., as far as the implications of women workers among the broad occupational groups. It is apparent that much of the growth of new jobs women will hold lies in the clerical and service worker groups. While current statewide evidence on the earnings gaps between women and men workers is not available on Kentucky, it seems safe to assume that these earnings discrepancies are about the same as for the U.S.

But a structural knowledge of broad occupational groups is not enough. It is more important for women job seekers to know which specific occupations are most likely to provide immediate, numerous job openings between now and 1985. The following sector identifies these high-demand occupations most accessible to women workers. Those educational and other job entry

requirements relevant to Kentucky are also given. Information on which occupations favorable to the employment of women happen to be growing at the fastest rates is also provided, along with comparable entry requirements.

THE LEADING OCCUPATIONS OF KENTUCKY WOMEN WORKERS, 1970 THROUGH 1985

High demand occupation are those which provide the greatest numbers of job openings. In Kentucky, as in the United States, occupational segregation by sex is deeply entrenched, with the expected "his jobs" and "her jobs". What follows below are the female-intensive occupations most likely to provide the greatest numbers of job openings through 1985. In declining order, these occupations in the Commonwealth are: Secretaries (excluding Medical and Legal), Retail Saleswomen, Bookkeepers, Elementary School Teachers, Nurses' Aides, Sewers and Stitchers, Cashiers, Typists, Waitresses, Practical Nurses, Hairdressers and Cosmetologists, Registered Nurses and Receptionists.

Secretaries represented the leading occupation for Kentucky women in 1970 and this is expected to be true also in 1985. The projection is for an annual average of 4,540 job opportunities. With a brisk growth rate of 4.4 percent, the occupation is also one of the faster growing job skills in the Commonwealth. Entry requirements usually include a high school diploma, and some employers seek applicants who have had secretarial training in vocational or business colleges. Secretaries are widely employed in all known private industries and at all levels of government.

Bookkeepers are thought to be about 90 percent female-intensive and there should be a yearly average of 1,770 job opportunities through 1985.

Employers tend to prefer high school graduates, especially those who have had some bookkeeping in the numerous high schools and business colleges which teach this subject in Kentucky. Changing office technology has affected this occupation also, as bookkeeping machines, calculators and other electronic equipment are beginning to replace manual bookkeeping methods. However, this skill was long ago sex-typed as "women's work" and is likely to remain heavily female-intensive for the predictable future.

About 97 percent of all typists in Kentucky are women, and the occupation should provide some 1,420 job opportunities yearly through 1985. It is to the advantage of the job applicant to possess a high school diploma and a given level of typing proficiency. While many employers prefer high school graduates, this is not universal. Duties and salaries vary according to the type of establishment in which cashiers work. Cashiers represent an occupation which is about 85 percent women. There should be a yearly average of 1,430 job opportunities through 1985. Some of these women will be employed in banks, food restaurant chains, retail department stores and supermarkets. In general, cashiers do not earn good starting pay, but even here there are exceptions, with the unionized supermarket cashier often making about \$3.00 an hour or more, depending on the location and size of the supermarket.

Although only two out of five sales workers are women, some 63 percent of all retail sales workers are women, so this occupation is of some interest here despite the fact that it is not technically a female intensive occupation. There were some 27,760 women in retail sales work in 1974, but 33,320 retail saleswomen are projected for 1985. Entry

requirements usually entail graduation from high school and employers generally provide varying lengths of on-the-job training for newly hired saleswomen. Women tend to earn far less than men in retail sales, however, because men tend to sell cars, furniture and major appliances yielding large commissions, while women are usually assigned to sell items such as gloves, jewelry and cosmetics for far smaller commissions.

The traditional women's career of elementary teaching is about 85 percent female-intensive. At first glance, the 1,760 yearly average position vacancies through 1985 would seem to hold bright promise for women who aspire to this profession. Closer scrutiny of the data shows that only 280 represent growth however, and 1,480 will result from separations. Growth rate of the profession is a very slow 1.2 percent yearly, significantly down from the 1960's. Kentucky's declining birth rate in the 1970's and the inevitable declining school enrollments, are obviously having a profound dampening effect on this profession. In the Commonwealth certified teachers must have a minimum of four years of college plus completion of a fifth year program of graduate study, equivalent to an M.A. degree. According to the Office of Teacher Education of the Kentucky Department of Education, the state has a great oversupply of fully-qualified applicants for a relatively small number of available elementary teaching posts.

With the possible exception of secretaries, Registered Nurses comprise one of the most female-intensive of all known occupations, with an estimated 99 percent being women. About 850 yearly average position vacancies are anticipated through 1985, but only 260 will be due to growth alone. Kentucky is like all other states in requiring that the R.N. must be a graduate of a nursing school. She must also be able to pass the state board examinations

before approval to practice is given by the State Board of Nursing. A young woman may earn the diploma, baccalaureate or associate degree at several nursing schools in the Commonwealth. The diploma program usually entails 24 to 27 months of study. The associate degree R.N. program can be completed in two years of college level nursing training. The baccalaureate program is a four-year program leading to the Bachelor of Science degree. Future growth prospects for this profession depend on the nature, scope and funding of forthcoming health care legislation.

Nurses' Aides and Orderlies represent a Health Service Worker occupation which is about 95 percent female. Through 1985, there should be 1,470 annual average job openings, 680 due to growth and the balance of 790 resulting from separations. In annual job opportunities, this skill exceeds all other Service Worker occupation in the Commonwealth. Entry to this occupation normally involves the possession of a high school diploma and minimum age of 18 years. The Commonwealth has a number of six-week courses for nurses' aides in vocational schools. Also, hospitals offer a variety of on-the-job training programs for newly hired aides and orderlies, usually under the direct supervision of practical or registered nurses. Growth expectations for this occupation depend on future health care legislation and the nature of funding available for any programs in health care which result.

Practical Nurses, another Health Service Worker skill, constitute one of the most rapidly growing occupations in Kentucky, with the very fast yearly rate of growth of 8.2 percent. According to the 1976-1977 Occupational Handbook, in this occupation "the great majority are women", although the percent is unknown. There should be 1,030 annual average job openings

through 1985, of which 480 should be due to growth, while 550 ought to be available from separations. The requirements for a practical nurse vary greatly in the United States, with some states requiring as little as eight years of schooling. In Kentucky, three years of high school are mandatory if the nurse is 25 years old or older. Women less than 25 cannot become a Licensed Practical Nurse (L.P.N.) without a high school diploma. For those women who are accepted, the L.P.N. program is one year long. Practical nurses employed in Commonwealth hospitals and convalescent institutions generally work under the direct supervision of registered nurses and physicians.

Hairdressers and Cosmetologists are regarded as Personal Service Workers and about 90 percent of them are estimated to be women. About 900 yearly average job opportunities are anticipated through 1985, with growth accounting for about 240 openings and separations for the remaining 660. A young woman wishing to be a hairdresser in Kentucky must be at least 16½ years old and have finished the tenth grade. An apprentice license is given only after 1,800 hours of instruction, which involves 9-12 months of formal training, after which both oral and written exams must be passed. After at least a six-months period of apprenticeship in a beauty salon, the apprentice may take a master's license, but only after passing a more difficult examination. Most hairdressers and cosmetologists work in small shops of four to six employees, with the opportunity to become shop owner eventually, if she wishes. Rising personal incomes and the increasing number of women entering the labor market in Kentucky ensure continuing growth of potential customers for this high-demand occupation.

The occupation of waiter/waitress consists predominantly of women

workers, although the exact percent of female-intensivity is not known. Lack of a high school diploma is not necessarily a handicap to a woman who wants to be a waitress. However, the hours are long, the pay is poor and there is very little chance to advance from this occupation. Although 1,310 openings for waitresses and waiters should materialize through 1985, fully 1,000 will be due to separations. Training is on-the-job and the newly-hired waitress is usually able to function her first evening on the job, after she has learned the meal ticket, menu, kitchen and cash register routines. According to the Kentucky Department of Labor, restaurants which "gross less than \$100,000 locally are not even required to pay the federal minimum wage."

An estimated 97 percent of all Private Household Cleaners and Servants are women. This a female-intensive occupation in rapid decline, both nationally and in the Commonwealth. There were 11,470 such workers in Kentucky in 1970 but employment is expected to plummet to 5,500 by 1985. While previous experience in this kind of work would be of interest to prospective employers, there are no educational requirements for this low-status, poorly-paid occupation.

Sewers and Stitchers are estimated to have a yearly average of 1,450 job openings through 1985, of which 200 should be due to growth, and 1,250 should be available because of separations. In Kentucky's apparel industry, about 80 percent of all such workers are women. These semi-skilled, blue-collar workers usually are paid according to the number of pieces they produce, hence speed and manual dexterity are traits sought by prospective employers. Possession of a high school diploma is not a universal requirement for entry to this occupation. Employers

also seek workers who can meet specified quality standards as well as those who merely work rapidly. Since it is widely believed that women tend to excel at manual dexterity and they are stereotyped as being able to endure routine work because of alleged personality traits ascribed to women, it is not unusual to find that male employers in this kind of industry tend to prefer women for these tasks. This occupation is learned through on-the-job training and there is no information available on salary scales. Because many sewers and stitchers work seated, certain kinds of handicaps are not necessarily liabilities to women and men who seek this type of work.

SELECTED FAST-GROWING, FEMALE-INTENSIVE OCCUPATIONS IN KENTUCKY

This section addresses itself to two differing but related problems for the women job seekers in the Commonwealth. First, are there some occupations with such rapid yearly growth rates between 1974 and 1985 that they hold at least reasonable promise of occupational expansion? Second, are there enough annual average job openings projected in the Commonwealth during this period to ensure some likelihood of women job seekers finding employment? To be included in this sector, the first criteria is that the occupation must have an average yearly growth rate of at least 3.6 percent, twice the growth pace of all occupations combined. The second criterion is that the fast-growing occupation must provide not less than 150 job openings annually between 1974 and 1985.

Seven occupations, all heavily female-intensive, successfully met both criteria. These include Teacher Aides, except Monitors, Medical Secretaries, Legal Secretaries, Billing Clerks, Clinical Lab Technologists, Dental Assistants and Receptionists. Clinical Lab workers make

up the only occupation that is part of the broad occupational group of Professionals, while Dental Assistants comprise the only skill in the broad group of Service Workers. The five remaining fast-growing occupations all fall into the broad group of Clerical Workers. It will be recalled from the previous sector of the report that the Clerical Workers group is at least 78 percent female-intensive overall.

Teacher Aides are projected to grow at a faster rate than any other clerical skill in the Commonwealth, 8.2 percent, and the occupation is about 93 percent female-intensive. There should be about 410 yearly average job openings through 1985, evenly divided between growth and separations from the labor force. The Kentucky Department of Education indicates that most of these women help teachers with instructional programs. Other duties include the clerical tasks of maintaining pupil and cumulative records. They may also assist in the care of audiovisual and other instructional equipment, lend a hand in getting youngsters organized for bussing and miscellaneous other duties. Entry requirements may be a high school diploma or even the G.E.D. These jobs are relatively poorly paid, the on-the-job training is brief. Neighborhood mothers with some experience in dealing with children plus certain other job-related aptitudes tend to be preferred.

Medical Secretaries are expanding at about four times the pace of all occupations combined, and there should be about 200 yearly job openings, of which 80 ought to be due to growth alone. About 97 percent of all medical secretaries are women, with some being employed by private physicians, others working in hospitals, and a smaller number in convalescent institutions. The burgeoning health care industry in Kentucky is probably acting

as a catalyst to further accelerated growth of this clerical-medical specialty. Medical secretaries receive somewhat differing on-the-job training from private physicians and among the variety of institutional employers. They frequently have other clerical experience and some have been specially trained for this skill by business or community college courses. Although comparative salary data is lacking, it is believed that this skill pays somewhat better than is true of more generalized clerical work.

Legal Secretaries are expanding at a yearly pace of 6.3 percent, more than three and a half times the growth rate for all occupations. Job growth alone should provide 70 of the 160 expected yearly job openings through 1985. Around 97 percent of all legal secretaries are women. This is one of the more specialized clerical skills, with legal secretaries often having some years of prior clerical experience before entering this field. Other legal secretaries may enter after completion of special courses in business or community colleges, plus receiving additional training in law research techniques from the attorneys employing them. Not only must legal secretaries be able to operate courtroom and other legal transcription machines, they must be familiar with the legal forms used, be able to look up precedents, perhaps research wills, interpretations of court and legislative decisions and in some cases, even act as office managers in the absence of attorneys. Legal secretaries are organized into a professional association and represent one of the best-paying, most specialized and highly-skilled occupations of all clerical workers.

Billing Clerks are increasing at the yearly average pace of 4.6 percent through 1985. The employment horizon for that period suggests a yearly average of 230 job openings, with growth accounting for 90 and

separations for the other 140 job opportunities. At least three-fourths of all billing clerks are women, with retail department and other chain stores offering varying lengths of on-the-job training. Some general training in the use of billing machines and other office machine technology and business courses are often included in the special courses given at community and business colleges. High school graduates are preferred, but some employers may still accept the G.E.D. or previous work experience in other offices as substitutes for job entry. Wages tend to be low, however, and the opportunities for promotions somewhat restricted, which is generally true of the less specialized, female-intensive clerical occupations.

Receptionists are growing at the yearly rate of 3.7 percent, and 97 percent of them are women. With the diffusion of the telephone in business offices in the final decades of the last century, this role became increasingly female-intensive. Like typists, the receptionist whose duties now include answering the company or government phones did not displace male breadwinners, since the job of receptionist had not been sex-typed as either "his job" or "her job" at first. In the Commonwealth, this skill is both a fast growing and a high-demand occupation. Job expansion ought to provide about 190 opportunities yearly through 1985, while separations from the labor force should afford another 440 job vacancies each year. Employers not only look for high school graduates, but may even prefer women with community or business college general office training. Also sought are such intangible qualities as personal grooming, the ability to represent the "front office" to clients or the general public and whatever else the employer feels he needs for company or office "image".

Clinical Laboratory Technologists and Technicians represent the only fast-growing, female-intensive skill which falls under the broad group of Professionals. Actually this occupational title covers a spectrum of jobs which differ greatly by specialization, but there are some shared characteristics nevertheless. First, these workers generally have two to four years of scientific training in such diverse skills as biology, bacteriology, health sciences, veterinary and dental sciences and a host of relatively newer environmentally-related subjects. Some have four-year Bachelor of Science degrees, while others are graduates of two-year community or technical institutes. There should be an annual average of 240 job opportunities through 1985, and some 100 of these will accrue from job growth solely. The very rapidly expanding health care industry, plus new environmental protective legislation may be serving to stimulate further growth of these laboratory skills.

Dental Assistants belong to a cluster of occupations known as Health Service Workers. Estimates of female-intensivity range from a low 95 percent to as high as "almost 100 percent". Kentucky had some 1,170 dental assistants in 1974 and with an annual average growth rate of 4.1 percent, there should be about 1,690 such workers by 1985. Approximately 90 percent of dental assistants were employed in the offices of private dentists, where many of them receive on-the-job training after graduation from high school. Still others take six to twelve month specialized courses in a variety of community and vocational schools. The women learn to make accurate teeth impressions for prescription dental plates. They also operate, process and are helped to read X-rays, maintain patients' dental charts and perhaps handle phone appointments and even

billing in the absence of more generalized clerical help. Salary data on this rapidly-expanding occupation is not available for this report.

CONCLUSIONS

By 1970, the Commonwealth had completed a decade of rapid industrialization, sometimes referred to as the "catch-up period" of economic growth. As a result, the structure of the female labor force in Kentucky now resembles rather closely the structure of women in the U.S. labor force. Not only are the labor force participation rates nearly identical, but there are demographic parallels with similar implications for women workers.

Declining birth rates in the 1970's have led to the inevitable diminution of enrollment in the public schools. Since about 85 percent of all grade school teachers are women, this severely overcrowded profession no longer affords many realistic career opportunities for future elementary teachers in Kentucky. In this respect, the Commonwealth teacher situation for women simply mirrors the national experience since 1970.

The percent of women as professionals in the Commonwealth continues to decline from the 1960 level of 45 percent to only 41 percent in 1974. Again this is not a situation unique to Kentucky, but a national trend. At the professional level, educated Kentucky women in the 1970's are encountering an oversupply of trained teachers and librarians. Among the high-demand occupations affording the greatest number of job openings, only one, registered nurses, represents a professional level occupation.

Nevertheless, the high-demand occupations are necessarily of interest to women job-seekers in the Commonwealth because each represents a very large number of job openings. In general, these female-intensive occupations do not demand a college degree, nor even two years of training in a community college. Some, like cashiers and waitresses, require only a day or two of on-the-job training. Because of the mushrooming growth

of government and the private sector, the clerical work force is the fastest-growing of the nine broad occupational groups. While there are many clerical jobs available for Kentucky women through 1985, the national data on earnings gaps suggests these jobs pay relatively low wages, with the exceptions of medical and legal secretaries.

A glance at the burgeoning health care industry reveals that these health service worker occupations are overwhelmingly female-intensive. This means that there should be a huge number of job openings available for Kentucky women who aspire to these specialized skills. Moreover, many of these jobs pay relatively well if contrasted with the earnings in clerical work. Overall, women who aspire to service worker jobs in Kentucky during the next decade will tend to find job opportunities and some career ladders in the health service worker cluster of occupations. Protective service workers, such as firemen and policemen, are so thoroughly identified as "men's jobs" that little penetration by women into these occupations can be realistically anticipated. The fast-food chains, both in the Commonwealth and in the nation, are expanding so rapidly that many women will find employment as cashiers, waitresses and fountain workers. While entry requirements for food service workers are low, so too are the salary levels and promotional opportunities.

Many Kentucky women aspire to highly-paid, skilled crafts work. This report indicates only one worker out of twenty in Kentucky is a woman in this broad occupational group, about the national average. Female entry into these occupations will remain difficult.

The role of changing technology and its impact on the employment growth of both women and men is well-known. However, the complexity and trends in female employment vary according to industry, and differ among the more than 400 separate occupations. The automation of agricultural machinery and methods is certainly reducing the numbers of farm workers needed. But this type of technological change scarcely affects women workers. By the same token, the automated machinery among non-farm laborers, another broad group, is having a dampening effect on unskilled laborer employment growth. Here again is an instance in which a specific set of mechanical innovations barely affects women workers, if at all.

But which areas of the economy, or which occupational groups, are affecting the employment growth of women workers? This report has sketched the relative decline of professional women in the nation and in Kentucky. Here, it is not changing technology, but declining birth rates which are exerting profound dampening effects on such heavily female-intensive fields such as elementary school teachers and public school librarians. Unfortunately, many graduate schools offering advanced degrees in Education and Library Science continue their ivory tower promotion of bright young women into these atrophying professions. In the Kentucky segment of this report some detail was given on the burgeoning health-related occupations. Despite the long entrenched bastions of male dominance, the physician and dentist, prospects and career ladders for educated women in these occupations look fairly promising through 1985. The information explosion in medical-related science has resulted in a sophisticated medical/computerized data-sharing machine technology. This kind of rapidly changing technological base may actually be operating to "pull" women into these high demand health skill positions, just as they are being "pushed" from the traditional women's professions of elementary teaching and library work for different reasons.

A few occupations afford women greater opportunities than ever, but space and time constraints of this report preclude a fuller treatment of the subject. By 1973 the total enrollment of women in law schools was nine times that in 1963, with women comprising about 1/6th of all law school students in 1975. The annual update of this report will attempt to survey these fast-growing "new careers" for women.

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